

# City of Grand Rapids, Michigan - City Manager Position Profile

## Tell us who your City Manager should be

Given the importance and significant role of the City Manager in our community, the Mayor and City Commission are seeking your input to create a Community Profile. This describes important attributes of our next City Manager.

Complete this survey to let us know what you'd like included in this City Manager Community Profile. It'll only take you about five minutes!

**Have questions or want to complete the form over the phone?** Give us a call at 311 or (616) 456-3000

## A little background

The City of Grand Rapids government is run by an elected City Commission and a hired, full time Manager. The City Manager's responsibility is to oversee the daily operations of the City. This means managing 1,550 permanent employees and hundreds more seasonal or temporary employees. The City Manager is also involved in labor negotiations with the City's 13 unions.

The City manager's job is to also make sure that all City services function well and continue to improve. City services include things like water, sewer, public safety, parks, recreation, planning, streets, economic development and more.

# Complete the form online

Want to complete this survey online? [Click here](#) or go to [grandrapidsmi.gov/City-Manager-Candidate-Profile-Survey](http://grandrapidsmi.gov/City-Manager-Candidate-Profile-Survey)

Have questions or want to complete the form over the phone? Give us a call at 311 or (616) 456-3000

## Your constituency

Please identify which constituency you represent: (Select the option that best describes your position)

- ☐ Citizen
- ☐ Current or former Elected Official
- ☐ Local government elected official - surrounding area
- ☐ Community leader
- ☐ Philanthropic agency
- ☐ Clergy
- ☐ Business Owner
- ☐ Non-Profit Leader
- ☐ City Partner

## Leadership traits

Which three of the following leadership traits do you believe are most important for the next Manager to possess?

- ☐ Inspirational
- ☐ Approachable
- ☐ Visionary
- ☐ Courageous
- ☐ Empathetic
- ☐ Ethical
- ☐ Communicative
- ☐ Trustworthy
- ☐ Persuasive
- ☐ Disciplined
- ☐ Other

## Management styles

Which three of the following management styles do you believe are essential for the City Manager to have to successfully lead Grand Rapids?

- ☐ Strategic
- ☐ Decisive
- ☐ Collaborative
- ☐ Coaching
- ☐ Innovative
- ☐ Anticipatory
- ☐ Team oriented
- ☐ Facilitating
- ☐ Other

# Skills and Abilities

Which five of the following abilities and skills do you believe are most essential to perform the work of the City Manager?

- ☐ Skill in municipal finance
- ☐ Ability to work with a multi-member City Board
- ☐ Skill as an active listener
- ☐ Ability to supervise staff, some of whom work in different locations
- ☐ Skill in making oral presentations
- ☐ Skill in effectively communicating with staff, City Board and other stakeholders
- ☐ Ability to build teams within the organization
- ☐ Ability to think strategically and remain focused on the City's long term goals
- ☐ Ability to facilitate communication among individuals with differing opinions
- ☐ Ability to challenge the status quo and make changes if needed
- ☐ Ability to form positive, effective working relationships with various stakeholders
- ☐ Ability to negotiate win-win solutions
- ☐ Ability to effectively integrate/assimilate into the City's culture
- ☐ Ability to develop and execute strategies, projects and other plans in support of Board policies and objectives
- ☐ Ability to be a good steward of the City's resources
- ☐ Skill in developing multiple options for policymakers to consider
- ☐ Other

## Previous experience

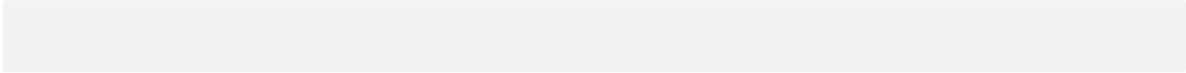
Do you think it is necessary for the new City Manager to have had previous experience in any of the following areas?

- ☐ City Management or other Local Government management experience
- ☐ Academic experience
- ☐ Private sector experience
- ☐ Other

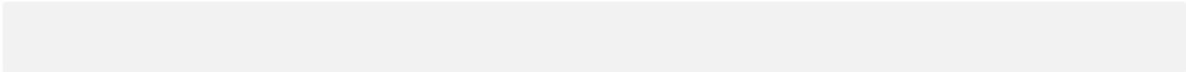
# Opportunities

What are the top three opportunities you think will be available for the new City Manager?

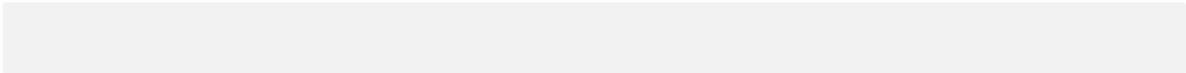
Opportunity #1



Opportunity #2



Opportunity #3



# Challenges

What are the top three challenges you think will face the new City Manager?

Challenge #1

Challenge #2

Challenge #3

## Additional comments

Do you have any other comments related to the recruitment for Grand Rapid's next City Manager?

# Your information

We ask for your zip code to make sure we get feedback from all neighborhoods in Grand Rapids.

**Providing us with your age and race is optional.** We use this information to better understand how to improve our process in getting feedback from all Grand Rapidsians

Zip Code required

Which race do you most identify with? (optional)

- ☐ American Indian or Alaskan Native
- ☐ Asian/Pacific Islander
- ☐ Black or African American
- ☐ Hispanic or Latino
- ☐ White/Caucasian
- ☐ Other

Your age (optional)

- ☐ 18-24
- ☐ 25-34
- ☐ 35-44
- ☐ 45-54
- ☐ 55-64
- ☐ 65 or older

# Send in your completed survey

**Email** it to [info@grcity.us](mailto:info@grcity.us)

**Fax** it to (616) 456-3687

**Bring** it to City Hall at the Monroe level customer service counter

300 Monroe Ave NE

Grand Rapids, MI 49503

**Mail** it to City Hall

311 Customer Service Center

300 Monroe Ave NW

Grand Rapids, MI 49503